Registered apprenticeship is a proven model of workforce development that combines on-the-job learning with related technical instruction to increase an apprentice’s skill level, wages, and career opportunities. It is an employer-driven solution to recruit, train, retain, and promote skilled workers. Registered apprenticeship can be utilized by private sector businesses, nonprofits, government agencies as well as union and non-union labor organizations.

Apprentices can be new hires OR incumbent workers selected by the employer for upskilling. It is an effective way to train new employees in structured corporate methods from day one and a career pathway for employees to move up the ladder to more skilled technical positions or professional-level careers within the company.

Benefits for Employers: Apprenticeship has proven to...

- reduce worker turnover
- increase productivity
- increase workers’ skill base and job competency
- reduce workplace related costs
- diversity the workforce
- build a company’s pipeline of qualified employees for advancement

TransPORTs can provide employers with:

- Funding to offset costs for required classroom, online or hybrid instruction by the educational provider of their choice
- Technical assistance to design and build a customized, effective apprenticeship program that meets internal workforce needs for in-demand occupations
- Registered apprenticeship program sponsorship, taking the majority of paperwork and administrative burden off an employers’ plate
- Connection to education providers for technical instruction and curriculum aligned with industry needs
- Guidance on source of additional funding to support apprenticeship program development, expansion and sustainability
- Marketing outreach tools to develop pipelines to students, veterans, underserved populations

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TransPORTs is a U.S. Department of Labor national industry intermediary leading the development of nationally-registered apprenticeship programs in transportation, distribution and logistics (TDL) with a special focus on companies, organizations and unions working with our nation’s ports.
How It Works

There are five core components of registered apprenticeship:

1) You, the employer or sponsoring organization design and register a program with TransPORTs/U.S. Department of Labor that meets your unique workforce needs.

2) You select and register apprentice employees (either new hires or incumbent workers) who will receive structured on-the-job training from an experienced mentor/supervisor.

3) In addition to their on-the-job learning apprentices also complete approximately 144 hours of related technical instruction in courses you choose from the qualified institution/instructor of your choice.

4) Apprentices earn regular wage increases that you determine and set out in their apprenticeship agreement as they meet your defined benchmarks.

5) Upon program completion your apprentices earn a national, portable, industry-valued credential.

There are more than 1,500 apprenticeable occupations that could be easily implemented for a new or expanded program at your worksite. Here are just a few examples:

- Able Seaman
- Airframe and Power Plant Mechanic
- Automotive Technician
- CNC Operator
- Crane Mechanic
- Crane Operator
- Customer Service Representative
- Diesel Mechanic
- Dispatcher
- Electrician
- Graphic Designer
- Industrial Maintenance Technician
- Instrument Technician
- IT Technician
- Machinist
- Mechanic
- Mechatronics Technician
- Office Manager/Administrator
- Operating Engineer
- Petrochem Process Technician
- Pipefitter
- Rigger
- Security Officer/Guard
- Shipfitter
- Ship Pilot
- Truck Driver
- Warehouse Manager
- Welder

In addition TransPORTs and DOL OA staff members can create NEW apprenticeable occupations that meet your unique workforce needs!